
2026 COMMONWEALTH GAMES TEAM TEAM MEMBER CODE OF CONDUCT POLICY

1. Purpose

Participation as a member of Team Canada at the 2026 Commonwealth Games (the “Games”) is an honour and a privilege. This Policy establishes the standards of conduct expected of all Team Members and outlines the process for addressing alleged violations.

Commonwealth Sport Canada (“CSC”) is committed to fostering a safe, respectful, inclusive, and high-performance environment consistent with Canadian sport values and the integrity principles of Commonwealth Sport.

2. Application of this Policy

This Policy applies to all Team Members who sign a Team Member Agreement with CSC, including:

- Athletes
- Coaches and personal coaches
- Integrated support team members
- Medical personnel
- Mission Team staff
- Any other individual formally accredited as part of Team Canada

This Policy applies:

- From the moment the Team Member arrives at their Games Village Hotel until it expires or is terminated,
- During all Games-time activities, including, travel, official and unofficial events, and post-Games activities,
- After the Agreement ends, where the alleged conduct occurred during the term of the Agreement.

This Policy operates alongside and does not replace the policies, rules, or jurisdiction of:

- The applicable National Sport Organization (NSO)
- Commonwealth Sport (formerly the Commonwealth Games Federation)
- The Games Organizing Committee
- Sport Integrity Canada
- The Canadian Anti-Doping Program (CADP)
- The Host Country’s laws.

3. Expected Behaviour

CSC expects all Team Members to conduct themselves in a manner that upholds the dignity, safety, integrity, and reputation of Team Canada. All Team Members shall:

3.1 General Conduct

- Act with integrity, honesty, and good sportsmanship.

- Treat all individuals with dignity and respect, free from discrimination, harassment, bullying, abuse, or retaliation.
- Respect cultural differences and the laws and customs of the Host Country.
- Respect property, equipment, accreditation credentials, and facilities.
- Comply with all CSC, NSO, Games, and Host Country rules and laws.

3.2 Safe Sport & Maltreatment

- MUST complete a mandatory e-learning course (Safe Sport) and sign a Participant Consent Form.
- Comply with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- Refrain from all forms of maltreatment as defined by the UCCMS.
- Cooperate fully in any safe sport investigation or process.

3.3 Anti-Doping

Team Members must:

- Comply fully with the Canadian Anti-Doping Program and the World Anti-Doping Code.
- Comply with all anti-doping rules applicable to the Games.
- Submit to doping control as required.
- All anti-doping matters fall under the exclusive jurisdiction of the applicable anti-doping authorities and are not limited by this Policy.

3.4 Alcohol, Cannabis, and Drugs

- Alcohol may only be consumed legally, responsibly, and in accordance with CSC directives.
- Underage drinking (as defined by Host Country law) is strictly prohibited.
- The non-medical use of drugs is prohibited.
- The misuse of prescription medication is prohibited.

3.5 Social Media, Media & Public Communications

Team Members must:

- Use social media responsibly and respectfully.
- Refrain from posting content that is discriminatory, harassing, abusive, defamatory, or that may harm the reputation of Team Canada, CSC, Commonwealth Sport, sponsors, or teammates.
- Comply with CSC and Games media protocols.
- Not speak on behalf of Team Canada unless authorized.
- Comply with all Games-time advertising, sponsorship, and brand protection rules.

3.6 Gambling & Competition Integrity

Team Members must not:

- Bet on any event at the Commonwealth Games.
- Share inside information for betting purposes.
- Engage in or facilitate match manipulation.
- Any approach or suspicion related to betting or competition manipulation must be reported immediately.

3.7 Duty to Report

Team Members have a duty to report, in good faith:

- Suspected maltreatment;
- Suspected anti-doping violations;
- Suspected match manipulation or gambling breaches;
- Criminal activity;
- Any significant breach of this Policy.

3.8 Health, Safety & Medical Compliance

Team Members must:

- Follow all medical advice from Team medical staff.
- Comply with concussion, return-to-play, and injury protocols.
- Comply with public health measures applicable at the Games.
- Not endanger themselves or others through reckless conduct.

Failure to meet any of these expectations may result in an infraction and disciplinary measures by CSC or other relevant bodies.

4. Reporting an Infraction

Any individual may submit a written complaint to a CSC Representative (including the CSC Safe Sport Officer or Ombudsperson).

Complaints must be signed and submitted in a timely manner.

CSC may also initiate a complaint on its own motion.

5. Review & Provisional Measures

- a) Upon receiving a report of an infraction or a complaint related to a UCCMS maltreatment behavior, the CSC Representative will provide it immediately to CSC's Officer Safe Sport. Where the Safe Sport Officer is not available or not able to act, the Director, Team Canada 2026 will receive the report of an infraction or the complaint.
- b) Upon receiving a report of an infraction or a complaint related to a UCCMS maltreatment behavior, the Safe Sport Officer will review it and may:
 - i. Dismiss the complaint if he considers it to be trivial or vexatious;
 - ii. Determine that the complaint does not fall within the jurisdiction of this Policy, or is better dealt with under a different policy of CSC or a policy of another entity having jurisdiction over the complaint;
 - iii. Resolve the complaint informally, seek the assistance of the Team Ombudsperson to resolve the complaint informally, or refer the complaint to another appropriate person to resolve it informally;
 - iv. If the complaint cannot be resolved informally, it must then be provided to the Issues Management Team ("IMT") who may order an immediate provisional disciplinary measure justified under the circumstances including the removal of the Team Member from the Games in case of a major maltreatment infraction as defined in the UCCMS, especially if the

- complainant's safety is at risk or immediate action is required to avoid irreparable harm to CSC or any other party;
- v. After imposing a provisional disciplinary measure, upon request by a Party, refer the matter to the SDRCC which jurisdiction will be limited to reviewing the provisional disciplinary measure imposed by the Safe Sport Officer.
- c) If the alleged infraction or complaint is not related to maltreatment as defined in the UCCMS, the Safe Sport Officer will refer it to the IMT, through the Director, Team Canada 2026 to make a recommendation for a provisional disciplinary measure if deemed justified in the circumstances;
- d) For the purposes of this section, a **minor infraction** is a single, low-severity breach that:
- Does not involve maltreatment, anti-doping, criminal conduct, gambling, or safety risk;
 - Does not involve repeated behaviour;
 - Does not significantly harm individuals or the reputation of Team Canada, CSC, Commonwealth Sport or the Games.
- Minor infractions may be addressed directly by the IMT, through the Director, Team Canada 2026 without further review.

All other breaches shall be considered major infractions.

6. SDRCC Procedures – Ordinary Tribunal

6.1 General

- a) Any provisional disciplinary measures imposed by the IMT in relation to a major violation or infraction of this Code of Conduct Policy, other than a minor infraction, may be, upon request by the Team Member who is alleged to have committed a Code of Conduct violation or the complainant, be reviewed by the SDRCC subject to the relevant CSC Policy or Procedure and in accordance with the relevant [SDRCC's Canadian Sport Dispute Resolution Code \("SDRCC Code"\)](#). The filing fee for such a review by the SDRCC is \$500.00 (Five Hundred Dollars), which shall be borne by the Team Member seeking the review.
- b) The jurisdiction of the SDRCC will be limited to reviewing the provisional disciplinary measures imposed by the IMT during the Games in relation to the Team Member's participation at the Games.
- c) In accordance with the SDRCC Code, the SDRCC will determine, based on the circumstances at Games, the procedural timelines and the format of the hearing which may involve an oral hearing via telephone or video conference, a hearing based on written submissions, or a combination of these methods.
- d) The Team Member will be given reasonable notice of the format as well as day, time and format of the hearing, may be accompanied by a representative such as the Team Ombudsperson (if not in conflict of interest) or other advisor; and will have the right to present

evidence and argument before the SDRCC in the procedural format and method determined by the SDRCC under the circumstances.

- e) After hearing the matter, the SDRCC Tribunal will reach a decision as to whether the provisional disciplinary measure was justified in the circumstances including imposing any other relevant measure as deemed necessary. The SDRCC may issue an oral decision, effective immediately, followed by a written decision with reasons, for distribution to the parties.
- f) Where the conduct being reviewed is of a sensitive nature or if it involves a minor, the SDRCC Tribunal, and the parties will keep all proceedings confidential, except where publication is ordered as part of the sanction, is required by law or by other applicable policies or rules or is in the best interests of the public. CSC may communicate, on a confidential basis, certain information to Commonwealth Games Federation.
- g) The imposition of provisional disciplinary measures under this Policy does not preclude CSC, the NSO or any other body having jurisdiction at Games or outside the Games from imposing a disciplinary measure on the Team Member pursuant to their policies and rules either concurrently or after this Policy has been applied.

7. Disciplinary Sanctions

Sanctions may include, singly or in combinations:

- Verbal or written warning;
- Request for a verbal or written apology;
- Removal of certain privileges of being a Team Member;
- Suspension from designated CSC events or activities;
- Suspension from all CSC activities for a designated period of time;
- Removal of accreditation;
- Expulsion as a Team Member;
- Payment of a financial penalty;
- Return of the Team Member to Canada, at CSC's expense or the Team Member's expense; and/or
- Publication of the disciplinary sanction

7.1 Determining Sanctions

In determining appropriate sanctions, decision-makers may consider:

- Severity of the conduct
- Safety implications
- Impact on individuals or Team reputation
- Intent or recklessness
- Prior conduct history
- Mitigating or aggravating factors
- Time sensitivity during the Games

8. Criminal Charges or Convictions

A Team Member accusation or conviction for any of the following Criminal Code of Canada offenses or the British Criminal laws will be deemed an automatic major infraction under this Code of Conduct and will result in immediate expulsion as a Team Member from CSC and the Games:

- Child pornography offences;
- Any sexual offences involving a minor;
- Any offence of assault involving a minor;
- Any offence of physical or psychological violence involving a minor; or
- Any offence involving trafficking of illegal drugs or substances listed on the Canadian Anti-Doping Program's Prohibited List.

9. Critical Lack of Time

Where Games-time constraints make full procedures impracticable, CSC may:

- Impose reasonable and proportionate interim measures;
- Modify timelines;
- Direct urgent hearings.

CSC shall ensure procedural fairness to the extent possible in the circumstances.

10. Appeals & Finality

Provisional measures or decisions under this Policy, if not contested within the applicable timelines, are final and binding.